



Permanent Mission of Japan to the United Nations

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Statement by Ms. Eriko Yajima
First Secretary, Permanent Mission of Japan to the United Nations

Agenda item 139: Human resources management

Fifth Committee
Sixty-eighth Session of the United Nations General Assembly
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Thank you, Mr. Chairman.

At the outset, my delegation would like to express its gratitude to the Chef de Cabinet, Ms. Susana Malcorra, and the Chair of the Advisory Committee on Administrative and Budgetary Questions, Mr. Carlos Ruiz Massieu, for introducing their respective reports. Our appreciation also extends to the Vice-President of the Staff Management Committee, Mr. Ian Richards, for sharing their respective views on the issues.

Mr. Chairman,

Effective human resources management enables staff to contribute effectively and productively to the delivery of this organization's mandates. A fair and merit-based recruitment system provides a diverse, multi-skilled and versatile staff; the most valuable asset in the United Nations.

Mr. Chairman,

My delegation believes that mobility provides the opportunity to make an essential contribution to the development of the staff's professional skills and expertise, the improvement of their morale, and their cross-cultural understanding. From the managerial perspective, mobility can provide staff with broader opportunities, achieve a fairer sharing of the burden of service, and improve vacancy management.

Mr. Chairman,

In this context, my delegation supports the Secretary-General's emphasis on the importance of mobility for the organization. At the same time, my delegation would need to carefully consider the potential effects of the proposals on the table, especially on external recruitment. Moreover, my delegation is of the view that a careful analysis of the cost implications of the mobility framework would be necessary for our consideration. We also believe a new mobility framework could be more effective when it is considered in conjunction with performance management and workforce planning.

Mr. Chairman,

Finally, my delegation would like to reiterate once again that human resources management is a core element of the effective and efficient operation of this organization. Policy in this area, in particular the mobility policy, directly affects how the staff work and how they intend to work. My delegation intends to contribute constructively to the discussions on this very important item under this agenda.

I thank you, Mr. Chairman.